

WEBVTT

1

00:00:00.000 --> 00:00:13.494

Get can you okay, so we are now recording, so welcome everyone this is the champions of employment.

2

00:00:13.494 --> 00:00:17.304

This is our 3rd month of doing this webinar.

3

00:00:18.085 --> 00:00:32.935

And if you're not familiar with what we are doing here, this is a way for myself and the other employment 1st, specialist to really connect with support coordinators and help build confidence.

4

00:00:33.000 --> 00:00:42.000

In courting employment supports for individuals, so today's topic is going to be strategies.

5

00:00:42.000 --> 00:00:45.895

To achieve success and overcome barriers.

6

00:00:46.164 --> 00:00:58.375

We have 2 support coordinators from the northern part of Missouri that are going to be walking us through how they coordinated employment supports.

7

00:00:58.469 --> 00:01:03.179

Set the jump on in here.

8

00:01:04.950 --> 00:01:09.900

So, Steven, you want to take.

9

00:01:09.900 --> 00:01:16.260

Yes, the 1st thing we're going to do is do a question.

10

00:01:16.260 --> 00:01:28.560

For the 1st, 1, I'm not seeing the screen change.

11

00:01:28.560 --> 00:01:35.700

There it goes, so the 1st poll question is, what is your role support coordinator service provider.

12

00:01:35.700 --> 00:01:40.079
Rachael office employee, other state employee.

13
00:01:40.079 --> 00:01:47.099
Individuals, our family members are others, so we're going to give you about 2 minutes.

14
00:01:47.099 --> 00:01:51.120
To respond and it will give you the results of that.

15
00:03:09.210 --> 00:03:14.250
All right, give me just a few more minutes, and I'm going to go and give you the results.

16
00:03:14.250 --> 00:03:21.389
It looks like they stopped already. Okay sorry for support coordinators. It looks like.

17
00:03:21.389 --> 00:03:26.669
25% service providers for.

18
00:03:26.669 --> 00:03:32.819
Regional office employees, 1, other state office employees and.

19
00:03:32.819 --> 00:03:36.419
Individual family members not.

20
00:03:36.419 --> 00:03:41.159
And others, 9 and no answers 11.

21
00:03:42.629 --> 00:03:46.620
So, thank you for doing the.

22
00:03:46.620 --> 00:03:54.120
Question, so the next thing we're going to do is we do do a recap of February.

23
00:03:54.120 --> 00:03:58.169
For those that might be working toward last time.

24
00:03:58.169 --> 00:04:02.580
Um, what we talked about was.

25

00:04:02.580 --> 00:04:07.289

Rose and strategies and support coordinators.

26

00:04:07.289 --> 00:04:13.349

Use to help individuals with employment services.

27

00:04:13.349 --> 00:04:18.089

So some of the things as far as strategies that makes a difference.

28

00:04:18.089 --> 00:04:24.389

Frequently, talking about employment expectations, everyone can work.

29

00:04:24.389 --> 00:04:27.509

Everyone, and if it's from working.

30

00:04:27.509 --> 00:04:32.999

Treating people with disabilities same as those without disabilities.

31

00:04:32.999 --> 00:04:36.329

Planning for future employment with the.

32

00:04:36.329 --> 00:04:40.468

Is boxing more of a potential.

33

00:04:40.468 --> 00:04:44.218

Addressing barriers.

34

00:04:44.218 --> 00:04:49.139

Trading coding, like any other health and safety concern.

35

00:04:49.139 --> 00:04:56.819

Working closely with providers, so those are some of the things that we covered in the February or webinar.

36

00:04:59.519 --> 00:05:09.899

1 thing I kind of wanted to mention here is what was interesting for those of you weren't.

37

00:05:09.899 --> 00:05:17.218

Participating with us last month as Stephen, and I were trying to plan for last month's topic.

38

00:05:17.218 --> 00:05:23.428

We were kind of looking for that back tool that we could share. That'd be like that Ah.

39

00:05:23.428 --> 00:05:27.238

Here you go, here's the tool that can really help you during code that.

40

00:05:27.774 --> 00:05:29.064

And what Steven,

41

00:05:29.064 --> 00:05:35.783

and I were really excited to find out is it wasn't about the tools so much as the strategies,

42

00:05:36.233 --> 00:05:45.653

and what we were hearing from support from years that were really being successful in getting people interested in employment even during the pandemic.

43

00:05:45.749 --> 00:05:49.588

Is that they weren't treating it like any.

44

00:05:49.588 --> 00:06:03.324

Other different concerns, so we all have individuals who have health and safety concerns so it was treating the pandemic just like any other health and safety concern and going. Okay. You want to work how are we gonna do it safely?

45

00:06:03.504 --> 00:06:05.363

What needs to be in place?

46

00:06:05.459 --> 00:06:15.449

For you to be successful, and for you to remain safe during this pandemic. So that was 1 of the things that really kind of stood out to myself.

47

00:06:15.449 --> 00:06:20.038

That again, I I wanted to stress because I think it's.

48

00:06:20.038 --> 00:06:31.678

Important to keep in mind. So all right, David, you want to continue taking us through the highlights from last month. So the highlights from February.

49

00:06:31.678 --> 00:06:37.798

The 1st, 1 is she is using improvement is a means to achieve outcomes.

50

00:06:37.798 --> 00:06:41.699

Self actualization and steam.

51

00:06:43.259 --> 00:06:48.028

No, and see what that says.

52

00:06:48.028 --> 00:06:51.838

Belonging safety needs and psychological names.

53

00:06:51.838 --> 00:06:55.738

Um, then using.

54

00:06:55.738 --> 00:07:03.059

To to render ensure informed choices. So I talked about this 1 that a lot of people are.

55

00:07:03.059 --> 00:07:09.209

4 corners who are using his informed choice, making sure that individual.

56

00:07:09.209 --> 00:07:18.358

Is able to make a choice as far as employment and what they want to do, and that kind of thing, or where they want to go as far as provider or whatever.

57

00:07:18.358 --> 00:07:26.278

Addressing the barriers I said, this is a little thing that shows 1 of the presenters lies.

58

00:07:26.278 --> 00:07:31.139

Month show kind of like a thing they used.

59

00:07:31.139 --> 00:07:34.168

As far as when talking about Social security.

60

00:07:34.168 --> 00:07:38.038

And how it affects their benefits. So, this was.

61

00:07:38.038 --> 00:07:41.788

Something she used she thought that was very helpful.

62

00:07:41.788 --> 00:07:45.389

When talking to individuals about going to employment.

63

00:07:45.389 --> 00:07:49.949

And how to fix her social security or their benefits.

64

00:07:49.949 --> 00:07:54.389

Then the next thing is step by step instructions for.

65

00:07:54.389 --> 00:07:58.079

Insuring informed choices, so that's another.

66

00:07:58.079 --> 00:08:01.619

Tool that that can be used and helping.

67

00:08:01.619 --> 00:08:11.579

Uh, with individuals who are talking about employment, so I think the next thing we have is another poll question.

68

00:08:11.579 --> 00:08:15.809

So this 1, how many individuals.

69

00:08:15.809 --> 00:08:19.798

Have coordinated waiver, funding, employment, support.

70

00:08:19.798 --> 00:08:24.749

401 to 5 individuals.

71

00:08:24.749 --> 00:08:29.069

6 to 10 individuals, 11 or more individuals.

72

00:08:29.069 --> 00:08:32.938

So, again, we're going to give you about 2 minutes to respond.

73

00:08:32.938 --> 00:08:36.538

So go ahead and do that now, please.

74

00:10:03.719 --> 00:10:09.269

Okay, so we got the results back and it looks like for.

75

00:10:10.379 --> 00:10:19.318

I was 91 to 5. individuals was getting 6 to 10. individuals was 4.

76

00:10:19.318 --> 00:10:22.379

More individuals responsible for.

77

00:10:22.379 --> 00:10:27.239

And then for no answers was 12. so thank you for doing that.

78

00:10:35.188 --> 00:10:38.969

Okay.

79

00:10:41.938 --> 00:10:53.759

So, right now what we have in store for you is to have you support careers, kind of talking you through.

80

00:10:53.759 --> 00:11:04.379

Their personal experiences and coordinating employment supports. Okay. It looks like we get our.

81

00:11:04.379 --> 00:11:10.048

1st presenter Nicole, Donna Bauer from county connection's.

82

00:11:10.048 --> 00:11:15.058

Making county specifically, so, um.

83

00:11:15.058 --> 00:11:23.038

Nicole walk us through this individual that you are supporting with employment, supports what barriers.

84

00:11:23.038 --> 00:11:27.989

Um, have you encountered and and how have you gotten past these barriers and.

85

00:11:27.989 --> 00:11:41.219

Hasn't been 1 and done. So did you get past better? There's been 1 conversation been over time. And how long has it taken you? So I'm kind of walk through things. Nicole.

86

00:11:41.219 --> 00:11:48.744

Okay, can you hear me okay I can hear you. Good. I was having some technical difficulties earlier, so I wasn't sure.

87

00:11:50.484 --> 00:11:50.964

Okay,

88

00:11:50.964 --> 00:11:56.634

so the individual that I was in sharing on today,

89

00:11:56.634 --> 00:11:57.774

his name is Antonio,

90

00:11:57.774 --> 00:12:01.884

and he had several barriers and honestly,

91

00:12:01.943 --> 00:12:08.933

I've been with him for 5 years and every year our employment conversations ended with.

92

00:12:09.833 --> 00:12:21.144

There isn't really a need for Antonio to work, because all of his needs are met, he's content with his life and we just don't think that it's possible for him to find competitive employment.

93

00:12:21.714 --> 00:12:35.543

And to be honest, I was kind of satisfied with that answer because it seemed almost impossible for Antonio to find a job just because of all of his unique. So he's non verbal.

94

00:12:35.754 --> 00:12:50.453

He has such severe anxiety that he won't go around new people. He won't go into new places. He's very routine. He has to do the same thing every day. He's the same meal. Every day he wears the same outfit every day.

95

00:12:50.453 --> 00:12:50.994

It's.

96

00:12:51.119 --> 00:13:05.129

All about consistency with him and so I have been okay with that and then this year with, of course, we all had to go outside of the norm, get creative.

97

00:13:05.129 --> 00:13:12.629

And his meeting in October, it just kind of was like a lightbulb moment and I was like.

98

00:13:12.864 --> 00:13:22.524

Oh, my gosh. Antonio already paints and has written a book and he sells both of those things at a local pharmacy and crap shows.

99

00:13:22.943 --> 00:13:31.673

But cobin put a stop to both of those sales because the pharmacy lobby was closed and the crap shows were taking place. So.

100

00:13:32.759 --> 00:13:36.448

His mom and I pulled out a.

101

00:13:36.448 --> 00:13:49.109

Trajectory and decided that we would just look at this, look at what his business is like, and what what he wants out of his business. So basically Antonio told us.

102

00:13:49.109 --> 00:13:55.558

That he just wants to stay busy and he wants to be able to sell his stuff, but he hasn't been able to this year.

103

00:13:55.558 --> 00:14:05.009

And so we looked at what they were already doing. So, Antonio already had a studio, they already had clientele.

104

00:14:05.663 --> 00:14:19.974

But what wasn't working was that they weren't able to sell it at the normal places they did and mom was no longer able to support him because she was now working for the family business and she was

105

00:14:20.004 --> 00:14:23.244

also a babysitting her 2 grandchildren.

106

00:14:23.573 --> 00:14:34.974

And so, that was taking up a lot of her time. Antonio had never painted with anyone other than his mom. And so we were like, okay, this is going to be kind of a challenge.

107

00:14:35.274 --> 00:14:43.224

But we felt that his connection with the staff that he has now has is.

108

00:14:44.274 --> 00:14:59.244

Way more efficient than the staff that he had before. So he just has a great connection with him. And so, Antonio said that it was something that he'd like to try with this staff, where he hadn't really thought about that being in an option with his other staff.

109

00:14:59.754 --> 00:15:11.754

And so what we did was, we talked with Antonio about it. And he decided that he would do it, he would love to have support to paint by someone other than moms and she hasn't been able to help him.

110

00:15:12.058 --> 00:15:16.948

But he was nervous that it would take away from his.

111

00:15:17.634 --> 00:15:31.614

Community days with his staff, so he's like, I'll do it as long as I still get those 3 days where staff takes me to mcdonald's to get my fries and then we go swimming and so we were like, okay, we will do it on a different day.

112

00:15:31.614 --> 00:15:37.464

So I talked with his provider and we were able to get that onto his schedule.

113

00:15:37.769 --> 00:15:47.458

And then we also we had also talked about funding, but based on past experiences, where we are, we.

114

00:15:47.458 --> 00:16:00.479

Determined that that wasn't the best option for Antonio, because for their self employment funding, you have to have to be an LLC essentially and.

115

00:16:01.134 --> 00:16:10.494

They kind of just helps the startup of stuff, but Antonio already had all of his supplies and everything, because he was already doing it and he didn't, he wasn't interested in becoming an LLC.

116

00:16:10.884 --> 00:16:17.274

So we looked at service definitions and decided that supported employment was the best option for him.

117

00:16:17.818 --> 00:16:29.849

And so then we used a star and essentially made a business plan out of it. And so we put the put things in it like.

118

00:16:30.114 --> 00:16:44.514

What Antonio currently is doing, and then what we would like, staff to support him in to help him expand his business. So, like I mentioned earlier, the sales was the big issue, and he wasn't able to sell anything this year.

119

00:16:44.874 --> 00:16:52.793

And so we thought that maybe creating a business Facebook page, or an equity shop would help expand that clientele.

120

00:16:53.033 --> 00:17:01.433

And so that's something that staff can help him create and maintain then because neither Antonio, nor his mom are very tech savvy and so.

121

00:17:02.609 --> 00:17:07.469

They are looking forward to having staff, support him with that.

122

00:17:07.469 --> 00:17:22.163

And then, of course, his communication that is a huge barrier for him because while he's non verbal, he does have a communication device, but he doesn't prefer to use it. He prefers to type on old keyboards with handover hand support.

123

00:17:22.493 --> 00:17:36.114

And the only 2 people that he's ever done that with our, his mom and his sister and so, within the last couple of months, Antonio has been letting his support staff do that with him, which has been huge.

124

00:17:36.209 --> 00:17:42.719

And so we are hoping that that support staff then.

125

00:17:43.074 --> 00:17:54.534

We'll eventually be able to support him with communicating with his customers and Antonio can type to him what he wants to say to the customer. And then the staff can relay that information.

126

00:17:56.604 --> 00:18:07.824

And then when once I completed the amendment and sent it into the regional office, the concern that I got back was that antonio's painting returning to.

127

00:18:08.159 --> 00:18:21.413

Essentially a hobby and not a business and that's not what we wanted since. We were doing the support and employment authorization. So I went through some charting the life course tools and decided that the tracking.

128

00:18:21.413 --> 00:18:27.653

My success tool would be a good thing to use for him. Because then we can see.

129

00:18:28.048 --> 00:18:39.773

What's working for him and what's not working for him and prevent it from becoming a hobby so rather than let things continue to happen, that aren't working and then it essentially is just a hobby.

130

00:18:39.773 --> 00:18:47.334

We want to track it and make sure we're staying on track with our business plan that we created and doing all those things. Even if it takes him.

131

00:18:47.638 --> 00:18:55.378

Months to accomplish we want those baby steps and be able to track any type of progress. And so.

132

00:18:55.378 --> 00:19:06.568

I am happy to report that this has been the 1st month that Antonio was able to start working with staff on that. And last week was the 1st day and it.

133

00:19:06.568 --> 00:19:18.628

Was not exactly what we expected, but it was some progress. He did not run it straight out to the car and make staff take him to mcdonald's to get a Sprint tries. He let staff come inside and.

134

00:19:18.628 --> 00:19:25.979

Go up to his studio, Antonio didn't enter the studio, but he let him come in there and look at everything and.

135

00:19:25.979 --> 00:19:31.858

Set at the door and watched him look at all the paints and his table and everything.

136

00:19:31.858 --> 00:19:46.253

And so we staff, and I sat down with mom then later and decided, okay, what can we do to help Antonio get into the studio with him? And we decided, let's just do some positive reinforcement with him.

137

00:19:46.253 --> 00:19:58.854

And so Antonio loves French fries, as I mentioned from mcdonald's and so we decided, well, next week, let's say Antonio, if we can get 1 painting done today, we will.

138

00:19:59.159 --> 00:20:12.384

Get some franchise and so this week Antonio painted with staff, he came up with a title and it was awesome. He so he Antonio, I guess, I forgot to mention that he does abstract art.

139

00:20:12.683 --> 00:20:27.233

And so, what's neat about his paintings is that he titles them or writes descriptions about them. And what his art is is how he sees something. And so it's really neat. My favorite part of his paintings are the description or the title.

140

00:20:27.804 --> 00:20:36.743

And because he is such a good writer and so this week, when he painted, he titled the painting opportunities, lead to learning.

141

00:20:37.044 --> 00:20:50.693

And so he was so happy that he had this opportunity to painless staff, and he's learning how to cope with having someone else support him besides mom, and just has all these new opportunities in front of him.

142

00:20:50.693 --> 00:21:04.163

And he's so excited about it. And it was really neat to witness that with him and his staff and he also typed out on his keyboard that he was dedicating it to myself and his staff, which was awesome to see. And so.

143

00:21:05.159 --> 00:21:13.348

We are excited for what his future holds and him, creating more art with staff. And then, like I said, creating.

144

00:21:13.348 --> 00:21:18.628

That Facebook page and Etsy shop, and just expanding his business. So.

145

00:21:19.769 --> 00:21:23.278

Huh.

146

00:21:23.278 --> 00:21:31.884

So, Nicole, as you, and I talked about this, what really struck out to me was a couple things that stuck out to me.

147

00:21:32.213 --> 00:21:40.763

So, the 1st thing was, how many individuals do we have on our case that have multiple barriers in it? It seems like.

148

00:21:41.038 --> 00:21:47.308

The more barriers somebody has sometimes the harder is for us to envision.

149

00:21:47.308 --> 00:21:51.808

What employment might look like for somebody? So.

150

00:21:51.808 --> 00:21:59.729

You had pointed out to me is the catalyst for those individuals was.

151

00:21:59.729 --> 00:22:08.608

You kind of thinking about this differently kind of looking at okay, what is already working for this person and how can we build upon that?

152

00:22:08.608 --> 00:22:19.288

So the fact that you're, like, he's already created artwork and he's already sold it, how can we build upon that and make that his employment instead of.

153

00:22:19.288 --> 00:22:22.769

Creating a different employment situation for him.

154

00:22:22.769 --> 00:22:31.169

So that was 1 thing that, that stuck out to me. And then the other thing was, how you use the charting the lifecourse tools.

155

00:22:31.169 --> 00:22:34.739

To just kind of really.

156

00:22:34.739 --> 00:22:38.219

Developed that well, planned out.

157

00:22:38.219 --> 00:22:41.608

Plan.

158

00:22:41.608 --> 00:22:49.409

For him, so kind of the trajectory for and I'm going to go back here.

159

00:22:49.409 --> 00:23:00.838

So, you use that trajectory to kind of figure out what are his must haves what things do we know work for him? What.

160

00:23:00.838 --> 00:23:06.598

What do we want to have happen? And what do we want to avoid? So, like, you were mentioning, he doesn't want.

161

00:23:06.598 --> 00:23:10.588

Anything interfering with the community outings.

162

00:23:10.588 --> 00:23:17.999

So that was a must for him that if this can't interrupt with that.

163

00:23:17.999 --> 00:23:26.818

But then you also use this integrated star for really developing that business plan for him.

164

00:23:26.818 --> 00:23:33.598

So, I really thought that was interesting and then I know.

165

00:23:33.598 --> 00:23:40.048

Last month we did have a question about oops sorry wrong way.

166

00:23:40.048 --> 00:23:49.558

I had a question about tool short for monitoring services, ensuring that we're, we're getting good quality employment services.

167

00:23:49.558 --> 00:23:53.608

And here, you're using that tracking success.

168

00:23:53.608 --> 00:23:57.689

Cool to kind of really make sure that.

169

00:23:57.689 --> 00:24:02.189

He is making progress, um, and and it's.

170

00:24:02.189 --> 00:24:08.338

I naturally self sufficient for him. It's more than just a hobby, but it's producing income for him.

171

00:24:08.338 --> 00:24:21.028

So, any other thoughts you want to put in there, Nicole? I think so. I, I do think like, like you mentioned with the tools.

172

00:24:21.028 --> 00:24:31.078

Um, they're just so they're awesome because you can adapt them for your needs. And so that's really what I did with the star. So my star has.

173

00:24:31.078 --> 00:24:35.548

Several lines in it, because I obviously, you know, like, put things that we wanted.

174

00:24:35.548 --> 00:24:48.653

That we didn't already have and how we would get them. So, then the trajectory help us figure out how we would get those. And so it doesn't quite look like the traditional star, but that's what we use. And so we made it work for us.

175

00:24:48.653 --> 00:25:00.473

And so I just think that that's really awesome and I'm excited to use the tracking tool. Like I said, we used it for the 1st week, and we decided, okay. So something to get him in in the studio. What are we going to do?

176

00:25:00.473 --> 00:25:11.544

And that's when we decided the positive reinforcement and so that works last week. So now we know, okay, well, that works for him. He likes getting that instant reward us. My franchise when I'm done. So.

177

00:25:12.479 --> 00:25:25.558

Anyway, so I just think that it's going to be really to be able to see all his progress. And even if it's the smallest thing, I just think it is gonna be cool to, to watch all that throughout his career. So.

178

00:25:25.558 --> 00:25:31.348

Before we move on, does anyone have any questions for Nicole?

179

00:25:34.409 --> 00:25:38.578

Not something you can pop up in a chat, but I'll give it about a minute.

180

00:25:38.578 --> 00:25:41.699

This is Steven.

181

00:25:41.699 --> 00:25:47.878

I would I would ask how again, how long did it take to get to.

182

00:25:47.878 --> 00:25:51.959

Uh, we're not where he's at now. Oh, was it.

183

00:25:53.153 --> 00:26:07.644

So I, I've actually been working with him for 5 years. And, like I said, every conversation every year that I have with him and his meeting in the employment section, it kind of always just ended with the same. Well, he doesn't really need to work. He's content thing.

184

00:26:07.919 --> 00:26:19.344

And I've been okay with it and then this year we started, he was a 12 1 and so we started that planning in October and so then he started this month.

185

00:26:19.344 --> 00:26:25.824

So it took us from October this month to get everything in place and figure out our plan and all that stuff.

186

00:26:25.824 --> 00:26:39.743

But before that, it had taken that whole 5 years that I've been with him before something just clicked and everything just fell into place how we needed it to sell it. Of course, wasn't just an overnight thing.

187

00:26:40.884 --> 00:26:44.364

Those computers know.

188

00:26:44.939 --> 00:26:52.919

It didn't always happen overnight and you don't have to give up and know things like, you're just all of a sudden.

189

00:26:52.919 --> 00:27:01.499

What you need to do to help him with employment so I just wanted to kind of. So thank you.

190

00:27:01.499 --> 00:27:09.749

You're welcome. All right. I'm still not seeing any questions pop up in the chat so.

191

00:27:09.749 --> 00:27:18.923

We wanted to kind of do a quick poll if you wanted to find out from you all, which charting the life force to use the most often.

192

00:27:19.973 --> 00:27:31.824

And for this, you guys can select as many as you use the most often. So, select all that apply. So, we've got the trajectory integrated support star.

193

00:27:32.128 --> 00:27:37.798

The life domain, vision, tool, reciprocal roles, mapping relationships.

194

00:27:37.798 --> 00:27:42.209

The tracking success, but we also have.

195

00:27:42.209 --> 00:27:52.469

An option that if you guys don't really use the turning life course tools, you can tell us that too. So we're gonna give you about 2 minutes to complete that pull.

196

00:27:58.193 --> 00:28:14.963

Eva.

197

00:28:38.729 --> 00:29:01.048

Silence.

198

00:29:13.558 --> 00:29:25.439

All right, so it looks like, uh, unfortunately a, a majority of people don't use the charting the lifecourse tool.

199

00:29:25.439 --> 00:29:36.239

Of those that do, it seems like things are kind of split seems like trajectory and the integrated support are the most commonly used.

200

00:29:36.239 --> 00:29:39.929

Uh, tools of the charting the lifecourse tools.

201

00:29:39.929 --> 00:29:53.098

So, I wanted to show you where you can go and get these tools. So you can go to W. W. W dot lifecourse tools dot com.

202

00:29:53.098 --> 00:29:58.314

To check them out and I would recommend, kind of going and checking out all the different tools.

203

00:29:58.644 --> 00:30:11.814

Because when I was on there, like I said, I saw the, the mapping relationships and the reciprocal roles, and those look like, they could be pretty useful and trying to figure out a.

204

00:30:12.088 --> 00:30:23.519

Individuals who can help people with climate, whether it's, you know, finding employment and a place that they're interested in. We all know sometimes it's.

205

00:30:23.519 --> 00:30:34.439

Oh, you know, that gets you into those jobs so kind of mapping those relationships to see. Okay. Who do I know that works? Where.

206

00:30:34.439 --> 00:30:38.159

That might be able to get me in the door here. Um.

207

00:30:38.159 --> 00:30:42.239

Also those reciprocal roles too, because we know that.

208

00:30:42.239 --> 00:30:46.528

You know, a lot of it is that.

209

00:30:49.169 --> 00:30:54.989

Those natural supports that not only help support us, but we help support them too.

210

00:30:54.989 --> 00:30:58.769

So, looking at individuals that.

211

00:30:58.769 --> 00:31:02.278

We can do a given take with that.

212

00:31:03.778 --> 00:31:07.229

Can be used to help us in our own employment goals.

213

00:31:08.574 --> 00:31:22.854

So now, taking another twist, we have edema greater from a dare County, and he's going to talk about an individual barriers as the previous person.

214

00:31:25.463 --> 00:31:35.963

But I think that what Andy has to share is is going to be an interesting take. So any kind of talk us about the barriers that you experienced, how you got past those barriers any.

215

00:31:36.269 --> 00:31:40.318

Tools or strategies you used, and kind of give us an idea of.

216

00:31:40.318 --> 00:31:50.634

How long was the outcome been? Sure. Well, thanks for having me 1st off the individual that I will talk to you about his name is David.

217

00:31:51.683 --> 00:32:05.183

He's been in our services for many years, and when 1st was assigned to him about 3 years ago, I noticed that just from visiting him how intelligent he was he has an amazing memory and I knew that this guy had the ability to work.

218

00:32:05.183 --> 00:32:14.483

And so I just kind of started just approaching the subject with him as far as what his fears were. And 1 of the biggest things was just this information.

219

00:32:14.483 --> 00:32:27.953

He was kind of under the impression that a lot of our people that he worked, it would have a drastic effect on his benefits. And so when I kind of got him interested, he was able to allow me to do a referral to.

220

00:32:27.953 --> 00:32:42.713

And I actually had a lady that he had known that worked at VOC rehab, kind of go over the DB 101 dot Org website tool to kind of breakdown has benefits what he gets some food stamps etc to show him that. Yes.

221

00:32:42.713 --> 00:32:43.374

And he can.

222

00:32:44.638 --> 00:32:52.074

He can work and so after talking to him about this and having her kind of go over everything with him,

223

00:32:52.792 --> 00:32:53.634

he was,

224

00:32:54.263 --> 00:32:59.304

he was more open to working and ended up getting a job at sodexo,

225

00:32:59.874 --> 00:33:00.173

turman,

226

00:33:00.173 --> 00:33:00.413

state,

227

00:33:00.413 --> 00:33:03.503

university campus and he absolutely loves it.

228

00:33:03.503 --> 00:33:18.023

So I would say just 1st, off start with addressing any types of this information and our society of course, we see that as a major problem today, but sometimes that alone is the best 1st step you can take.

229

00:33:19.614 --> 00:33:32.034

And the reason why I had the voec rehab counsellor go over this with him. It's just to kind of reaffirm to him that it's not just coming from me. It's coming from other professionals in the field to show him.

230

00:33:33.384 --> 00:33:40.794

This is, this is something that you can do is just don't take my word for Harrison tool and other people are saying you can do it as well.

231

00:33:41.128 --> 00:33:52.828

Some of the barriers and challenges that he has had since he started working here in Clarksville, we don't have the, the resources transportation resources that.

232

00:33:52.828 --> 00:34:02.219

A lot of bigger urban studies may ask and our 1 transportation service, because of coven. Their hours were very sporadic.

233

00:34:02.219 --> 00:34:11.849

We have a fix route and then we have a demand response route so the hours were kind of crazy. And then our cap company, the 1 cap company, we had.

234

00:34:11.849 --> 00:34:19.498

Um, there it was hit and miss as well. So we had instances where the, the support employment agency would have to help him.

235

00:34:19.498 --> 00:34:26.789

Uh, get to and from work, but he was able to address a lot of these problems on his own by.

236

00:34:26.789 --> 00:34:28.224

Contacting the right people,

237

00:34:28.224 --> 00:34:40.344

knowing who to call how to take care of it and we're also looking to see if the support employment agency that he works with if they could possibly just build for transportation,

238

00:34:41.153 --> 00:34:43.974

which is something that Sandy and I discussed that some,

239

00:34:44.454 --> 00:34:46.643

some sort of employment agencies may have that,

240

00:34:46.643 --> 00:34:48.114

but it would need to be on their contract.

241

00:34:48.443 --> 00:34:51.773

That would be a good solution. If you are in an area where.

242

00:34:52.018 --> 00:34:57.568

You have difficulty accessing reliable transportation for individuals.

243

00:34:57.568 --> 00:35:01.679

1 of the main benefits for David.

244

00:35:01.679 --> 00:35:13.289

Is that he, he the reason why he wanted to work is because he wanted to get the Internet, and he just he was obsessed with getting the Internet and anyone to get some items in his house.

245

00:35:13.974 --> 00:35:27.864

Well, I kind of approached it at a different angle for him that, you know, that was all good and everything, but I kind of challenged him to see what a job in the community can do for him besides provide money. For example, David doesn't have any family.

246

00:35:28.523 --> 00:35:30.744

He's a fairly older gentleman.

247

00:35:31.139 --> 00:35:40.164

It doesn't have any national support whatsoever. So this job has allowed him to make new friends in the community. His social capital has gone way up.

248

00:35:41.304 --> 00:35:49.253

Not always meeting new people, but, you know, it's just a chance for him to get out of the house and kind of break up the monotony, especially from coven.

249

00:35:49.708 --> 00:36:01.829

So, he's really enjoyed meeting new people, making new friends, and because of his intelligence and his work ethic, he's already moving up and he started in September of last year.

250

00:36:01.829 --> 00:36:16.829

So, it's pretty amazing to see that this guy didn't even think he could work because of the whole disinformation thing. But now he's not only working, but he's accelerating. Um, but I can, I can never stress the importance of.

251

00:36:16.829 --> 00:36:23.458

When you talk to individuals about working is not just making it about money because we know a lot of our individuals.

252

00:36:23.458 --> 00:36:33.384

They don't, they don't have a lot of family they don't have a lot of friends they don't have a lot of consistent contacts that you or I would have so really kind of going at it from various angles.

253

00:36:33.443 --> 00:36:38.514

That might just be enough to give people the confidence to maybe want to at least try to work.

254

00:36:38.818 --> 00:36:49.679

Another thing that I notice with David is this job has really helped him and prove and problem solving skills. He has more confidence.

255

00:36:49.679 --> 00:36:54.449

Better socials, self esteem seems to be in a better mood.

256

00:36:54.449 --> 00:37:01.559

So, there's so many important things to consider besides just the paycheck.

257

00:37:01.559 --> 00:37:07.048

1 thing that I wanted to kind of build on, was what Nicole was saying about with the life life, forced tools.

258

00:37:07.048 --> 00:37:13.768

Um, I also use these to kind of help show him where he was where he could go. And then we looked at some of the barriers.

259

00:37:13.768 --> 00:37:25.018

Um, and this helped him out a lot as far as seeing what he, you know, what the possibilities are. And another thing that I would really encourage people to do is if your individual has a waiver.

260

00:37:25.018 --> 00:37:34.858

Is to look at assistive technology I was able to link him to something called a watch Minder. And essentially what a watch Minder is, is that it allows you.

261

00:37:34.858 --> 00:37:45.418

To input, certain certain things that you want to try to remember, and you just set an alarm. And what's neat about the watches is that it that the alarm is not.

262

00:37:45.713 --> 00:37:59.123

It's not real loud and pronounce where it would be, it would draw attention to the individual, you know, like, oh, look at that guide must be kind of help with the whole stereotype. But what it does is it barely buzzes and then lights up a little bit.

263

00:37:59.123 --> 00:38:12.954

So, it's a reminder to just him, it doesn't bother other people around him. So he was able to use that and that's helped him a lot as well. So the system technology part is amazing what you can do nowadays.

264

00:38:12.983 --> 00:38:15.414

There's something for everything anymore. So.

265

00:38:16.079 --> 00:38:19.110

Um, but he is, he's doing fantastic.

266

00:38:19.110 --> 00:38:23.429

Um, he, he got the Internet, he was so happy about that. He bought in new smart TV.

267

00:38:23.429 --> 00:38:30.030

Um, I mean, he's just, it's amazing to see how well individuals can do. If you just if you just.

268

00:38:30.030 --> 00:38:38.190

Start with addressing all of the, the false information that's in their heads and it's kind of hard for some people because.

269

00:38:38.190 --> 00:38:42.090

You know, they've heard this same thing for years or maybe decades.

270

00:38:42.090 --> 00:38:54.750

You know, and plus getting over the stereotypes, you can work in the community, you know, you are important in your included. So but those were some of the things I kind of wanted to talk about with Mr. David.

271

00:38:59.670 --> 00:39:08.010

All right, thank you so much, Andy. And, you know what kind of stuck out at me when we were talking about your individual.

272

00:39:08.010 --> 00:39:11.909

Nicole, a lot of the barriers.

273

00:39:11.909 --> 00:39:15.090

She knew up front.

274

00:39:15.090 --> 00:39:23.699

Before they even started with employment and part of that even became a barrier to getting employment going because everybody was.

275

00:39:23.699 --> 00:39:33.000

Fixated on those, those barriers and and how do we get asked those barriers? Whereas your individual didn't have a lot of barriers at the beginning but.

276

00:39:33.000 --> 00:39:39.929

Once you started employment then, because of situations like cobit, the transportation.

277

00:39:39.929 --> 00:39:45.239

Then you started encountering some issues that okay, we got to resolve.

278

00:39:45.239 --> 00:39:51.210

The to keep moving forward to, to keep you being successful. Uh, so.

279

00:39:51.210 --> 00:39:58.800

Yeah, I, I really like your story for that. That's kind of like we're not always going to encounter those barriers.

280

00:39:58.800 --> 00:40:02.250

Before somebody gets an employment, sometimes it's going to be.

281

00:40:02.250 --> 00:40:05.369

After their employee and then.

282

00:40:05.369 --> 00:40:08.460

We encounter things and.

283

00:40:08.460 --> 00:40:11.940

I also like the idea of that, you know, using.

284

00:40:11.940 --> 00:40:18.480

The technology to, uh, we know that we are in a direct support professional crisis right now.

285

00:40:18.480 --> 00:40:30.869

So, hiring somebody to help somebody with something isn't always going to be the answer. So where can we find more creative solutions? Uh, and, of course.

286

00:40:30.869 --> 00:40:35.130

That assistive technology allows them to be even more independent.

287

00:40:35.130 --> 00:40:43.349

Mm, so that's another thing too. So, does anyone have any questions for Andy?

288

00:40:47.460 --> 00:40:50.909

A comment.

289

00:40:50.909 --> 00:41:02.429

Something that I picked up on was that he said the individual was an outer person. So I think that's kind of important to think about of.

290

00:41:02.429 --> 00:41:05.820
Support for leaders, not to.

291

00:41:06.929 --> 00:41:12.150
Overlook somebody's age is caused by their older and not necessarily younger.

292

00:41:12.150 --> 00:41:19.769
Or you might think about a younger person going to work. So I think that's something that supports corners should think about.

293

00:41:19.769 --> 00:41:31.315
So, when they're working with our individuals, I know that we often think about in, in 160 s, you know, getting close to 70 that's retirement age.

294

00:41:31.375 --> 00:41:34.824
But then I also know from from going places.

295

00:41:35.820 --> 00:41:42.719
It's like, there's a lot of people who are in retirement age that are working, because they need that additional income.

296

00:41:42.719 --> 00:41:47.070
So, being mindful that really is.

297

00:41:47.070 --> 00:41:51.659
A personal choice, and just because somebody's of retirement age.

298

00:41:51.659 --> 00:41:57.090
Doesn't necessarily mean that they're ready to say, okay, I don't want to work anymore.

299

00:41:57.090 --> 00:42:03.000
So, yeah, very, very good thing to keep in mind.

300

00:42:04.889 --> 00:42:09.869
So, I want to confirm some sort of core queries right now. So I know you guys are all muted.

301

00:42:09.869 --> 00:42:24.119

But I want to see something in the chat box something what's kicking out to you, you know, are these 2 cases sounding familiar to something that you have on your own caseload?

302

00:42:24.119 --> 00:42:33.389

Has there been a tool or a strategy that Nicole or Andy mentioned that you're like? Oh, I want to try using that.

303

00:42:33.389 --> 00:42:36.750

Um, so.

304

00:42:36.750 --> 00:42:40.349

Give about a minute or 2 to kind of see something.

305

00:42:40.349 --> 00:42:45.840

I'm going to be hesitant to move on until I hear, or see, at least 1 comment.

306

00:42:49.440 --> 00:42:58.739

Silence.

307

00:43:31.440 --> 00:43:36.269

All right. Looks like we've got that comment. Okay. Um.

308

00:43:36.269 --> 00:43:47.099

So, yeah, somebody mentioning that, using the life force tools, and focusing on employment options that the individuals would enjoy. So.

309

00:43:47.099 --> 00:43:52.139

Um, yeah, sometimes people say no, and you got to get past that know.

310

00:43:54.355 --> 00:44:04.614

You know, having individuals who want to work part time who are afraid of losing the benefits. So, yeah, we can use DB, 1 to 1, or we can even just provide that reassurance.

311

00:44:04.614 --> 00:44:13.945

So, yesterday, Mike did a webinar on just the basics, Medicare, Medicaid.

312

00:44:15.300 --> 00:44:21.090

Again, letting people know that they don't have to choose between their benefits.

313

00:44:21.090 --> 00:44:34.860

And work, they can do both, they just need to know the rules. They need to know a little bit about what their options are and how it all works together to see that they can.

314

00:44:34.860 --> 00:44:38.010

They can actually come out on top, have more money.

315

00:44:38.010 --> 00:44:41.429

And not lose their benefits.

316

00:44:43.199 --> 00:44:47.190

So, great.

317

00:44:47.190 --> 00:45:02.010

Also, just before we go into this, I wanted to let you guys know that I did put the links for Mo DB, 1 on 1 and watch minder in the chat box.

318

00:45:02.010 --> 00:45:13.795

So, Mo, DB, 1 to 1, as Andy had mentioned W, W, W, dot dot DB, 11 dot Org and then watch Minder.

319

00:45:13.795 --> 00:45:18.144

If you want to learn more about that assistive technology and how it can be used to help.

320

00:45:18.840 --> 00:45:23.130

W, W. W dot watch minder dot com.

321

00:45:23.130 --> 00:45:32.039

So, Steven take it away. All right so save the date champions and appointment.

322

00:45:32.039 --> 00:45:39.780

Are the 2nd ways the H, minus 130 to 230? So the next 1 for April will be on the 14th.

323

00:45:39.780 --> 00:45:44.699

They will have another 1 may the 12 and June and 9th.

324

00:45:44.699 --> 00:45:50.039

So, hopefully you guys will pay back again and hopefully we'll have.

325

00:45:50.039 --> 00:45:53.639
More well support coordinators.

326

00:45:53.639 --> 00:45:58.320
Um, so I think the next thing is hot topics.

327

00:46:01.260 --> 00:46:04.860
There we go, so.

328

00:46:04.860 --> 00:46:10.050
I wanted to mention about there's a 4 part series, which.

329

00:46:10.050 --> 00:46:13.590
Saying just talked about benefits and employment.

330

00:46:13.590 --> 00:46:17.730
I says, 2nd, Tuesday of each month, starting at 2. P. M.

331

00:46:17.730 --> 00:46:21.539
So, we had the 1st, 1, yesterday, March to 9.

332

00:46:21.539 --> 00:46:25.289
And then the next 1 will be April the 13th.

333

00:46:26.519 --> 00:46:32.190
And I don't think that has a time over, but I think it's team when I got,
I think it starts at 2 o'clock. Maybe.

334

00:46:32.190 --> 00:46:36.659
They may 11st and then June the 8th.

335

00:46:37.710 --> 00:46:47.579
So, 1, yesterday was 2 hours, but I think the ones other ones are a
little bit shorter than the 1st. 1. so, like, saying, he said, it was
very informative.

336

00:46:47.579 --> 00:46:51.090
Uh, of what he talked about yesterday.

337

00:46:51.090 --> 00:46:57.329

And I think it will be very beneficial for people to get involved with that.

338

00:46:57.329 --> 00:47:05.699

So, those webinars are being recorded, but they will be available in base camp.

339

00:47:05.699 --> 00:47:09.719

So, if you guys don't have access to base camp.

340

00:47:09.719 --> 00:47:16.619

Make sure to reach out to Steven or myself, and we can connect you with 1 of our employment. 1st.

341

00:47:16.619 --> 00:47:21.420

Ah, Missouri training, text, tech, training, associates.

342

00:47:21.420 --> 00:47:27.150

Who can then get you access to base camp so that you can access those recorded.

343

00:47:29.610 --> 00:47:33.570

Okay, the next thing is survey.

344

00:47:33.570 --> 00:47:44.250

Hopefully, everyone will do the survey because that gives us a lot of information that might be things we need to change or do different. That will be better.

345

00:47:44.250 --> 00:47:48.030

So, if you would please make sure you do that at the end.

346

00:47:48.030 --> 00:47:59.880

A webinar, and also I just want to stress. We really do use this information in developing this champions of employment.

347

00:47:59.880 --> 00:48:04.289

You know, feedback that we've received from our previous.

348

00:48:05.335 --> 00:48:19.675

Webinars, we've, we've taken that and that's why we've got Andy and Nicole on the call today kind of taking you through a person that they've had to work with, with employment issues.

349

00:48:19.860 --> 00:48:26.219

And what bears they encountered, what tools they used, how they got past them.

350

00:48:26.219 --> 00:48:36.539

That's all from feedback that you guys have given us about what you want to see, so please take the time to complete that survey. There's only.

351

00:48:36.539 --> 00:48:43.409

I want to say 5 questions so, and we are using that information.

352

00:48:45.119 --> 00:48:48.389

Okay, so.

353

00:48:48.389 --> 00:48:53.010

If you want to reach out to my for me, Steven Taylor.

354

00:48:53.010 --> 00:48:58.230

By phone numbers 816889690.

355

00:48:58.230 --> 00:49:03.360

My email addresses. Steven. S. T. E. N. dot Taylor.

356

00:49:03.360 --> 00:49:08.519

D H dot Mo dot go and us are.

357

00:49:08.519 --> 00:49:14.489

Albany Sam office, Kansas City, regional office, central Missouri, regional office.

358

00:49:14.489 --> 00:49:18.960

Spring through a regional office and Joplin, satellite office.

359

00:49:20.454 --> 00:49:35.335

Aren't sending all right so I assume the eastern part of the state so all of St Louis Hannibal Clarksville down through Rolla poplar bluff and so

360

00:49:35.335 --> 00:49:36.744

you can reach me at.

361

00:49:37.230 --> 00:49:40.440
6 36926.

362
00:49:40.440 --> 00:49:47.190
1229, my email address is Sandy dot.

363
00:49:47.190 --> 00:49:50.579
Kaiser and that K. E. Y.

364
00:49:50.579 --> 00:49:56.130
S. T. R. dot dot Gov.

365
00:49:56.130 --> 00:50:03.630
So, it looks like we have gotten done a little bit early. So.

366
00:50:03.630 --> 00:50:09.360
Before we get off any last minute comments questions.

367
00:50:09.360 --> 00:50:15.030
Suggestions, um, I'm going to leave it up to our presenters. 1st.

368
00:50:15.030 --> 00:50:20.039
To give us any last minute thoughts, they want to impart on us.

369
00:50:20.039 --> 00:50:27.570
For those that are muted and are not able to talk, please drop something in the chat box.

370
00:50:29.340 --> 00:50:35.789
So your call.

371
00:50:53.280 --> 00:50:59.730
So, I want to to our.

372
00:50:59.730 --> 00:51:09.449
Letting us know that they found this beneficial and thanking us. So thank you for putting in the comments.

373
00:51:09.449 --> 00:51:13.739
Um, but again, Andy or Nicole do you have any last minute?

374

00:51:13.739 --> 00:51:16.739
Thoughts you want to part on us before we get off.

375
00:51:20.550 --> 00:51:32.880
I, I'll just add so I was listening to you a question or comment that was left earlier about the using the live course tools to help.

376
00:51:33.474 --> 00:51:40.105
Figure out the best route for someone for employment and so 1 thing that I like to do,

377
00:51:40.284 --> 00:51:43.135
not just for Antonio situation that I talked about,

378
00:51:43.135 --> 00:51:45.744
but for everyone that star,

379
00:51:45.744 --> 00:51:52.824
it really helps to figure out what someone is good at what their strengths are and so then how to build on that,

380
00:51:53.005 --> 00:51:56.965
so to really customize the employment that you're looking for for them,

381
00:51:57.565 --> 00:51:59.065
because everyone has a strength.

382
00:51:59.065 --> 00:52:02.454
So that just helps you find it and then build on that and.

383
00:52:02.760 --> 00:52:08.730
Um, really find a good fit for them for employment.

384
00:52:11.190 --> 00:52:11.545
You know,

385
00:52:11.545 --> 00:52:12.684
the other thing I can help,

386
00:52:12.684 --> 00:52:13.795
but think about Andy,

387

00:52:13.795 --> 00:52:26.244

when you were talking about your individual who lives by himself doesn't have any family and how you were really wanting to get him to think about how to.

388

00:52:26.610 --> 00:52:31.019

How employment would benefit him other than just.

389

00:52:31.019 --> 00:52:36.989

Money wise, I can't help, but think, you know how that.

390

00:52:36.989 --> 00:52:44.699

Reciprocal relationships might be a neat tool to kind of do kind of a before and after.

391

00:52:44.699 --> 00:52:55.349

Before you go to work here are the relationships and here what they do for you and then after you go to work, just to see how how things can.

392

00:52:55.349 --> 00:53:03.539

Explode, um, and now, you know, he might have more people that knows that he can go to for different things. And.

393

00:53:03.539 --> 00:53:11.309

People that he has true friendships with that. He's, he gives them something as much as they give them.

394

00:53:11.309 --> 00:53:25.800

Yeah, it's it's good. It's good to reflect. When I talked to him, we discussed how life was before he worked and then how life is now, and that's why I wanted to address that. He has more self confidence.

395

00:53:25.800 --> 00:53:30.510

He just, he just seems enjoying life a little bit better. Now.

396

00:53:30.510 --> 00:53:41.635

Um, so it's always good to go back and just kind of show him. Well, this is where you were and this is where you're at now, just to kind of show that you really could do this.

397

00:53:42.505 --> 00:53:54.864

I would just also stress to, you know, if you have an individual who is unsure about wanting to work, or if say there's a barrier that's in a way, do everything you can to really address.

398

00:53:55.170 --> 00:54:07.860

That barrier sometimes it's something so simple that either somebody hasn't taken the time to address in the past or hasn't hasn't really given the efforts that they need to to help them.

399

00:54:07.860 --> 00:54:08.965

To across that barrier,

400

00:54:08.965 --> 00:54:11.425

so sometimes it's just,

401

00:54:11.425 --> 00:54:15.175

it's just keeping it simple and looking at the tools to your disposal,

402

00:54:15.175 --> 00:54:16.914

especially this technology,

403

00:54:17.724 --> 00:54:20.155

and reaching out to other agencies,

404

00:54:20.155 --> 00:54:24.264

other entities like the R or even if you're not going to get a referral,

405

00:54:24.264 --> 00:54:27.235

sometimes people fail a long time,

406

00:54:27.295 --> 00:54:31.494

they can maybe direct to you and and offer some additional options.

407

00:54:32.400 --> 00:54:38.909

All right, so again, reminder our next champions of employment. 2nd.

408

00:54:38.909 --> 00:54:42.510

Wednesday of the month, so.

409

00:54:42.510 --> 00:54:47.219

April oh, gosh.

410
00:54:47.219 --> 00:54:52.019
April.

411
00:54:52.019 --> 00:54:57.389
130 to 230, so.

412
00:54:57.389 --> 00:55:02.789
We are recording these webinars we will have them available on our Web
site.

413
00:55:02.789 --> 00:55:06.000
And so keep a lookout for that.

414
00:55:06.000 --> 00:55:10.650
So that anybody missed it, or wants to kind of.

415
00:55:10.650 --> 00:55:16.230
Go back and re, listen to something you can always do that. So.

416
00:55:16.230 --> 00:55:22.170
We look forward to seeing you guys next month so, April 14th, 130 to 30.

417
00:55:22.170 --> 00:55:26.789
Have a great time. Everyone bye. Bye. Bye.